



New Zealand Disability Strategy

2026 to 2030:

Employment Change Story



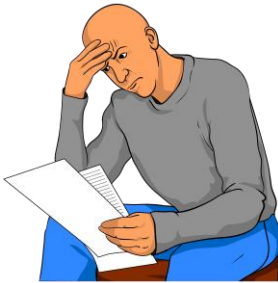
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Before you start



This is a long document.

It can be hard for some people to read a document this long.



Some things you can do to make it easier are:



- read it a few pages at a time
- set aside some quiet time to look at it
- have someone read it with you to support you to understand it.



What you will find in here

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About this Easy Read



This Easy Read is about the **New Zealand Disability Strategy 2026 to 2030.**



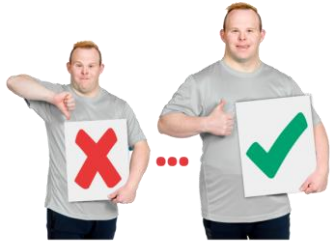
The **New Zealand Disability Strategy** says what the Government will do to make things better for disabled people in Aotearoa New Zealand.



In this Easy Read the New Zealand Disability Strategy 2026 to 2030 will be called the **strategy**.



The **Ministry of Disabled People – Whaikaha** was in charge of writing the strategy.



The **Ministry of Disabled**

People – Whaikaha works to make things better for disabled people by working with:

- the Government
- the community which includes:
 - disabled people
 - tāngata whaikaha Māori / Māori disabled people
- businesses.

In this Easy Read when we say **Whaikaha** this means the Ministry of Disabled People – Whaikaha.

Where it says **we / our / us** this means Whaikaha.



The strategy has 5 **priority outcome areas**.



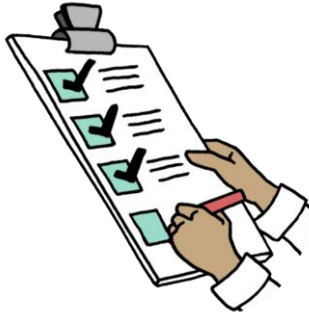
Priority outcome areas are the most important things the strategy will work on.



The priority outcome areas are:

- education / learning
- employment / jobs
- health
- housing
- justice which means things to do with the law.





Each priority outcome area has:

- a **goal**
- **actions.**



Here a **goal** is how we want things to be.



Here **actions** are things we will do to work towards meeting a goal.



This Easy Read is a **change story** for the employment priority outcome area.



Here a **change story** tells you:

- what the goal is
- what actions the Government will do
- who in the Government will do each action
- when the actions will happen
- what might stop the actions from happening.

You can find the other change stories in Easy Read on the Whaikaha website.

The link for the education change story is:

<https://shorturl.at/wKTw5>



The link for the health change story
is:

<https://shorturl.at/8YIE6>



The link for the housing change story
is:

<https://shorturl.at/fiijr>



The link for the justice change story
is:

<https://shorturl.at/2v9jr>

Goal for employment



The goal for the employment priority outcome area is for disabled people to:

- have jobs that:
 - they enjoy
 - are meaningful
- have the same chance to work as non-disabled people
- be treated the same as non-disabled people by their employers.



Meaningful jobs are jobs that do something important like:

- making new things
- supporting people
- making our communities better.

Employers who are **confident** about hiring disabled people will:

- know that disabled people have:
 - skills
 - knowledge
- make sure their workplaces are:
 - **accessible**
 - **inclusive.**



Here **confident** means feeling very comfortable about doing something.



Here **accessible** means disabled people have what they need to easily:

- use things
- do things.



Here **inclusive** means that everyone can easily be part of their workplace.

Actions for employment



There are 6 actions for the employment priority outcome area.



The **Ministry of Social Development** is in charge of action 2.



The **Ministry of Social Development** is the part of the Government in charge of:

- paying benefits / money to people who do not have enough money to live on
- supporting people to find jobs.

The Ministry of Social Development is also called **MSD**.

We are in charge of the other actions.

Other organisations will support us with the other actions like:



- **All is for All**
- **BusinessNZ**
- **the NZ Disability Employers' Network**
- **the Public Service Commission.**



All is for All supports businesses to be:

- inclusive
- accessible.

BusinessNZ speaks up for businesses in Aotearoa New Zealand.

The **NZ Disability Employers' Network** is a group of employers who want to make jobs more:

- inclusive of disabled people
- accessible for disabled people.

The **Public Service Commission** is the part of the Government in charge of the **public service**.

The **public service** means organisations that are part of the Government like:

- Whaikaha
- MSD.





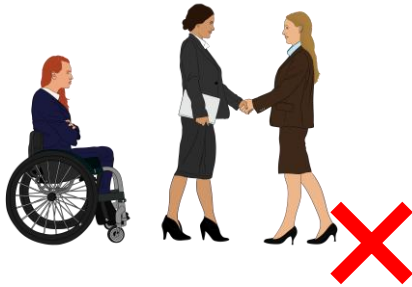
Actions 1 to 3 are about making sure disabled people can do jobs they:

- want to do
- are good at.



Actions 4 to 6 are about supporting employers to be more:

- confident about hiring disabled people
- inclusive of disabled people.



Action 1

The Government will make sure there is information that supports disabled people to work out which jobs they might:



- be good at
- want to do.

This information should be:



- all in the same place
- accessible.



There should be information for disabled people about jobs when they are leaving school.

Action 2

Some disabled people need support:

- to find a job
- while they are working.



The Government provides some of this support.



The Government will look at the support to see if it needs to be better.



Disabled people will be part of looking at the support to see if it needs to be better.

Action 3

Create **mentor** programmes.



A **mentor** is someone who:

- has been working for a while
- supports people who are new to working.



Mentor programmes will mean disabled people can get support from other disabled people.

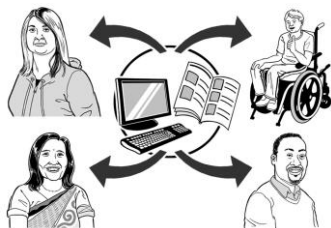


The Government will work with:

- disabled people to create mentor programmes
- employers to create mentor programmes.



Action 4



Make 1 place with resources about how employers can support disabled people.



To create the resources the Government will work with:

- disabled people
- people who support disabled people.



Action 5

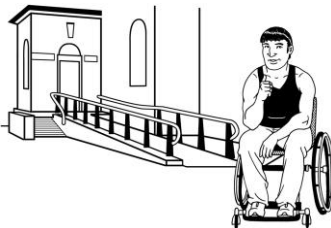
Make sure jobs work for disabled people.





Jobs work for disabled people when:

- they are inclusive
- people can have:
 - **flexible working arrangements**
 - **reasonable accommodations**
- workplaces are accessible.



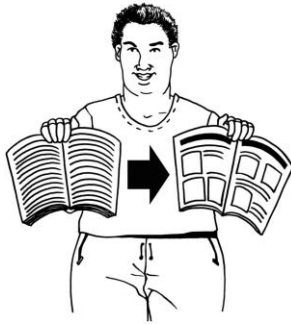
Flexible working arrangements

means you can do your job in the way that works best for you.

Some examples of flexible working arrangements are:

- working from home
- finishing early.





Here **reasonable accommodations** are when an employer makes changes so a disabled person can do their job.

An example of a reasonable accommodation is writing instructions in Easy Read for a person with learning disability.



The Government will work on this action with:

- disabled people
- their whānau / families
- people who support disabled people
- employers.



The Government should set a good example by hiring disabled people.



Action 6

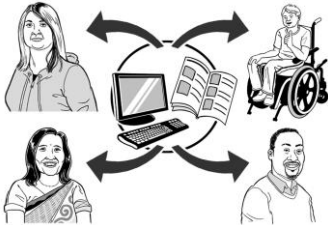


Create an **awareness campaign** for:

- employers
- employees.



An **awareness campaign** is a way of advertising a good idea.



The awareness campaign should show employers that:

- disabled people can do good work
- hiring disabled people is a good idea for their business.





The awareness campaign should also tell employers how to be:

- accessible
- inclusive.

What work is happening on the actions?



Action 1 is about making it easier for disabled people to find information about jobs.



We will start working on this in 2027.



We will use what we learn from the other actions to support our work on action 1.



Action 2 is about checking if support for disabled people needs to be better.



In 2025 MSD looked at what support there is.



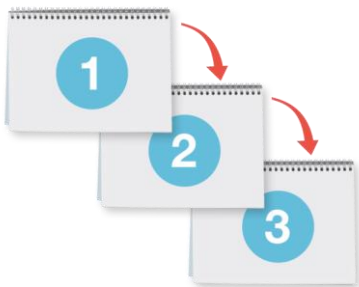
At the moment MSD is working with organisations that support disabled people:

- to find a job
- while they are working.



MSD will keep working on this action until 2027.

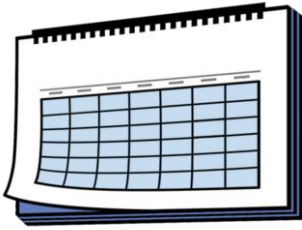
This work will support some of the other actions like:



- creating mentor programmes
- making sure employers have more information about employing disabled people.



Action 3 is about mentor programmes for disabled people.



We will start working on this by the middle of 2026.

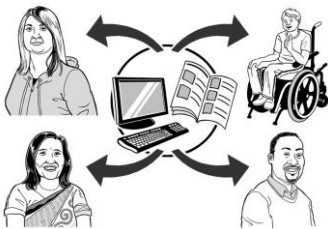


We will create a mentor programme.

We will test the mentor programme in the public service in late 2026.



People who do not work in the public service will be able to be part of the mentor programme from 2027.



Action 4 is about putting information about employing disabled people in 1 place.



The **OneinSix website** is a main part of this action.



The **OneinSix website** has information for employers about hiring disabled people.

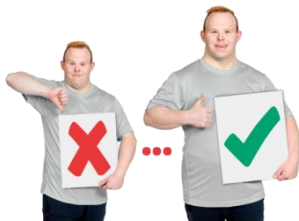


The link for the OneinSix **website** is:

<https://oneinsix.nz>



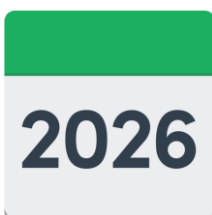
The OneinSix website is **not** in Easy Read.



We will keep working on the OneinSix website to make it better.



Action 5 is about making sure jobs work for disabled people.



In 2026 we will work on making it easier for disabled people to work for the Government.



To do this we will:

- make rules about reasonable accommodations for people who need them
- make sure disabled people can keep their reasonable accommodations if they change to a different job in the Government
- support different parts of the Government to work together on hiring disabled people.



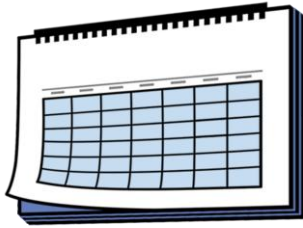
The Public Service Commission will support us with this work.



Other work the Government is doing might change when this work happens.



Action 6 says the Government will run an awareness campaign about why hiring disabled people is a good idea.



We will work on action 6 in 2026.



Action 4 supports action 6.

Action 4 is about putting information about employing disabled people in 1 place.



The awareness campaign will tell employers that hiring disabled people is a good idea.



Action 4 tells employers how to work with disabled people.

What might stop the actions from happening?



Action 5 is about making sure jobs work for disabled people.



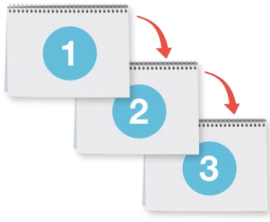
Other work the Government is doing will affect when parts of action 5 happen.



It will be easy for people to see what is happening for:

- action 4 – the website with information about hiring disabled people
- action 6 – the awareness campaign.





These actions need to be successful for other actions to happen.



This means we will need to keep working on these actions to make them better.



We will do this work together with disabled people.



This information has been written by the Ministry of Disabled People – Whaikaha.



It has been translated into Easy Read by the Make it Easy Kia Māmā Mai service of People First New Zealand Ngā Tāngata Tuatahi.



The ideas in this document are not the ideas of People First New Zealand Ngā Tāngata Tuatahi.



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